



# Breastfeeding Friendly Worksite Initiative

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# Why talk about BREASTFEEDING?

- Health benefits for mom and baby!
- Exclusive breastfeeding for the first 6 months of life is recommended by many health organizations
  - American Academy of Family Physicians
  - American Academy of Pediatrics
  - American College of Nurse-Midwives
  - American College of Obstetricians and Gynecologists
  - American Dietetic Association
  - Association of Women's Health, Obstetric and Neonatal Nurses
  - National Association of Pediatric Nurse Practitioners
- Recommended to continue breastfeeding in addition to solid foods until child is one year of age
- Breastfeeding benefits have been EXTENSIVELY studied



# Women in the WORKFORCE

- Mothers are the fastest-growing segment in the U.S. labor force
- 70% of mothers with a child under the age of 3 work FULLTIME
- 1/3 of mothers return to work after 3 months
- 2/3 of mothers return to work after 6 months
- Working outside the home is associated with lower rates of initiation and duration
- Challenges
  - Lack of break time
  - Inadequate facilities for pumping and storing human milk

2013 Data from U.S. Department of Labor

United States Breastfeeding Committee. Workplace breastfeeding support [issue paper]. Raleigh, NC: United States Breastfeeding Committee; 2002.



# 2018 CDC Breastfeeding Report Card

- \*In Wisconsin, **82.2%** of women have breastfed at one point
- \*Only **59%** are still breastfeeding at 6 months.....

- Why???

- Inconvenience or fatigue associated with breastfeeding
- Concerns about milk supply
- **RETURNING TO WORK** OR SCHOOL

\* CDC National Immunization Survey (NIS) 2016-2017, among 2015 births. Breastfeeding rate indicators are the percentage of infants breastfeeding at the specified time points, calculated among all infants. The rate for infants receiving formula before 2 days of age is calculated among breastfed infants.

# + Breastfeeding Friendly Worksite Initiative

- What is it?
  - Program that recognizes business as being a Breastfeeding Friendly Worksite
  - Supports breastfeeding employees by implementing policies
  - Provides employees with adequate breaks and private space to express milk
  - Creates a positive public image



# Benefits for the EMPLOYERS

- Lower health care costs (think insurance claims)
- Lower turnover rates
- Lower absenteeism rates
  - One-day absences to care for sick children occur more than twice as often for mothers of formula feeding infants
- Higher employee productivity and morale
- Positive public relations in the community as a “family friendly” business

Cohen, R, Mrtek, MB, & Mrtek, RG. (1995). Comparison of maternal absenteeism and infant illness rates among breastfeeding and formula-feeding women in two corporations. *American J of Health Promotion*, 10(2) 148-15

Dickson, V., Hawkes, C., Slusser, W., Lange, L., Cohen, R. Slusser, W. (2000). The positive impact of a corporate lactation program on breastfeeding initiation and duration rates: help for the working mother. Unpublished manuscript. Presented at the Annual Seminar for Physicians on Breastfeeding, Co-Sponsored by the American Academy of Pediatrics, American College of Obstetricians and Gynecologists, and La Leche League International. Chicago, IL: July 21, 2000.

Mutual of Omaha. (2001). Prenatal and lactation education reduces newborn health care costs. Omaha, NE: Mutual of Omaha



# Examples of the SAVINGS

- Cigna Insurance Company → **\$240,000 annual savings** in health care expenses among women who breastfed their infants
- Mutual of Omaha → **\$2,146 savings per employee** in health care costs, annual savings of \$115,991 for mother who participate in the company's lactation program
- Cigna **saved \$60,000/ year in lower absenteeism** among women whose babies were breastfed
- Companies with lactation support programs **retained 94.2%** of their employees (compared to national average of 59%)

Ortiz J., McGilligan K., Kelly P. (2004). Duration of breast milk expression among working mothers enrolled in an employer-sponsored lactation program. *Pediatr Nurs*; 30:111-119

# + Components of a Breastfeeding Friendly Worksite

- Components of a Breastfeeding Friendly Worksite
  - Privacy for milk expression
  - Flexible breaks and work schedule
  - Education
  - Support



# + Privacy for Pumping

- Basic Lactation Room

- Clean private area with a door that locks (a bathroom is not appropriate)
  - Electrical outlet
  - Comfortable chair
  - Table or a flat surface for a breast pump
  - Access to a sink/running water (does not have to be in the Lactation Room)

- Rooms that are identified as “lactation rooms” can be used for other purposes when not needed by the breastfeeding employee

# + Examples



# + Examples





# Flexible Breaks

- Flexible breaks
  - Typically 2-3 breaks
  - Pump time about 15 minutes
  - Usually coordinates with regular breaks and lunch
- Other work schedule options
  - Part-time transition off of maternity leave
  - Adjustable hours (come in early, stay later)



# Education

## ■ Education

- Related to continuing breastfeeding upon returning to work
- Available prenatally or in the lactation room
- Handouts
- Online links



# General Worksite Support

## ■ Worksite Lactation Policy

- Ensures sustained support beyond what specific person holds a specific position
- Include information in the employee handbook with other health benefits resources (Wellness Program)
- Encourages co-worker support



# The Process of becoming a Breastfeeding Friendly Worksite

- Interested in a private consultation?
  - You will be contacted by Public Health to set up a time to meet
  - If you would NOT like to be contacted please put a check next to your name
- Self-assessment Checklist
  - Gauge where you are at in the process
  - Identify what is in place and future needs
  - Public Health will work with you on implementing those changes
- Enjoy happier employees, lower healthcare costs, lower absenteeism, and **SUPPORTING YOUR COMMUNITY!**



# Amendment to Section 7 of the Fair Labor Standards Act

- Employers are required to provide “**reasonable break time** for an employee to express breast milk for her nursing child for 1 year after the child’s birth each time such employee has need to express the milk.” Employers are also **required to provide “a place, other than a bathroom,** that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.”



UNITED STATES  
DEPARTMENT OF LABOR

## General Guidance

- [WHD Fact Sheet #73, Break Time for Nursing Mothers under the FLSA \(Spanish Version\)](#)
- [Break Time for Nursing Mothers FAQs](#)
- [Break Time for Nursing Mothers under the FLSA \(Microsoft® PowerPoint®\)](#)
- [Break Time for Nursing Mothers Employee Rights Card](#)
- [FLSA Handy Reference Guide](#)
- [How to File a Complaint](#)